

Louisville Metro Government Department Equity Impact Statement

Ordinance No. 19 Series 2021 requires that all Metro agencies complete an Equity Impact Statement every fiscal year. Please complete this form and submit to the Office of Equity, no later than April 9th, 2021.

Name of Department: Louisville Metro Department of Corrections

Fiscal Year: FY22

Completed By: Eric Troutman, Chief of Staff

1. **Department Equity Vision Statement:** In line with our Mission Statement, Louisville Metro Department of Corrections is committed to improving racial equity by providing services to its incarcerated population that will remove barriers to justice, and eliminate racial inequities in the Department of Corrections.
2. **Department Equity Goals:**
 - a. Specific/Identified Racial Equity Goals (Utilize Racial Equity Budget Assessment Tool and Questionnaire to assist in development) under a SMART framework (Specific, Measurable, Achievable, Relevant, Time Bound)
Note: Metro agencies can have more than one equity goal, and the KPIs and goal measures from your SMART goals should be listed in Section 3 of this document
 - 1) Goal # 1: Conduct implicit bias training for all staff in FY22
 - 2) Goal # 2: Increase staff diversity through recruitment and retention by 20% in FY22
 - b. Racial Equity Toolkit analysis
3. **Equity Goal Measures and KPI's:** Based on your equity goals that you have developed in Section 2, what will be your goals and outcomes measures?
 - a. Goal #1 KPI: All staff have completed implicit bias training in FY22
 - b. Goal # 2 KPI: Percentage increase of minority staff in FY22
4. **Prior year goal assessment: (Outcomes from the prior fiscal year)** N/A for FY22
5. **For FY23:** (Note: these inquiries are for future budget considerations and N/A for FY22)
 - a. Budget request allocated as related to equity: (Specific allocation)
 - b. Budgetary savings, revenues, expenses realized from the prior year:
6. **Office of Equity Notes and Recommendations:** The Louisville Metro Department of Corrections continues to see the importance that racial equity has on inmates and the community interest for criminal justice. Corrections plays a very critical role in protecting the community and protecting justice, and at the core of that work is racial equity. In FY22, the trainings and talent recruitment efforts must be done through a

strong equity lens, which the agency has agreed to adhere to, in addition to continuing to incorporate equity tools in the overall operation of the facility. Approved.

7. This equity impact statement was reviewed by:

Dwayne Clark 4/20/2021
Department Director Date:

Amy Hess 4/20/2021
Agency Chief Date:

8. This equity impact statement was/was not approved by:

Kendall Boyd 4/20/2021
Chief Equity Officer Date: